



## Congress of the United States

November 15, 2023

General Daniel Hokanson  
Chief  
National Guard Bureau  
11 S George Mason Drive  
Arlington, Virginia 22204

Dear General Daniel Hokanson,

We write to request that the National Guard immediately take the necessary steps to disburse all outstanding enlistment bonuses to soldiers who have completed their service.

In short, our offices are tracking reports that the National Guard is currently behind in fulfilling its promise to pay at least 12,000 soldiers their enlistment bonuses. Missing these payments can result in severe financial hardships and frustration for soldiers and their families. As you know, the enlistment bonuses which amount to as much as \$20,000, are a pivotal component of the Army National Guard's recruitment strategy and a solemn commitment we make to our soldiers. In addition to being severely damaging to recruitment, the delay of payments is counteractive to the Army National Guard's goal of retaining 37,000 soldiers. Beyond the issues of recruitment and retention, the prolonged delays in bonus payments undermine the trust and morale of our soldiers.

It's our understanding that the primary cause of this problem is the performance of the Army National Guard Incentive Management System (GIMS), which was introduced in 2012. Existing issues related to acute staffing shortages and training deficiencies were exacerbated by two long-term catastrophic outages resulting in the current backlog of payments.


We implore the National Guard to take immediate and decisive action to rectify these pay problems. It is unacceptable that we have soldiers who have served their country honorably, fulfilled their commitments, and yet are left waiting for the bonuses they rightfully earned.

The importance of the National Guard cannot be understated. The Guard plays a vital role within the U.S. military, possessing a distinctive capability to address both domestic emergencies and international conflicts. Our offices stand ready to work with you to reform the GIMS and ensure we fulfill the promises we made to our dedicated soldiers and their families. We ask that you

provide us with a written update in 60 days detailing the National Guard's efforts to resolve this issue and an estimation of when all outstanding payments will be distributed.

Thank you for your prompt attention to this matter. We look forward to your immediate action and resolution of this issue.

Sincerely,

A handwritten signature in blue ink, reading "Joe Neguse". The signature is fluid and cursive, with the first name "Joe" and last name "Neguse" clearly legible.

Joe Neguse  
Member of Congress

A handwritten signature in blue ink, reading "Doug Lamborn". The signature is fluid and cursive, with the first name "Doug" and last name "Lamborn" clearly legible.

Doug Lamborn  
Member of Congress